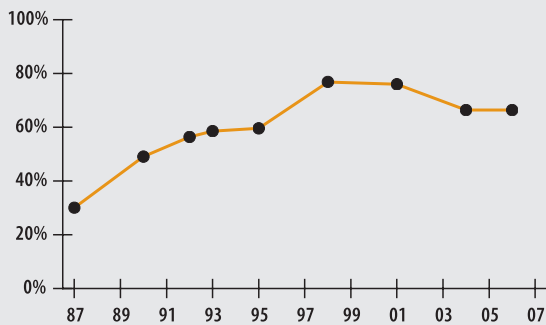
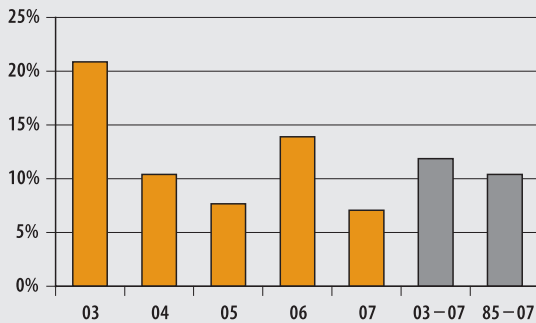


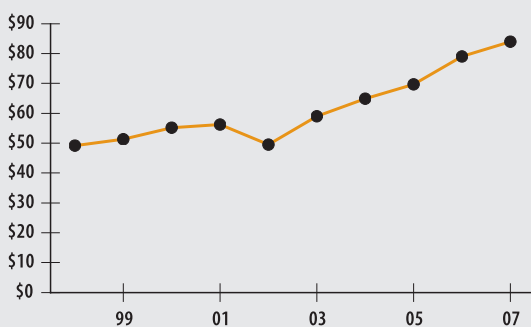
Funded Ratio (1987-2007)



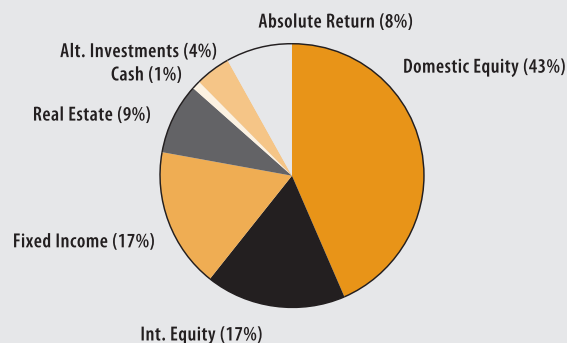
Investment Return (2003-2007, 5 Year and 23 Year Averages)



Asset Growth (1998-2007) (Market Value in Millions)



Asset Allocation (12/31/07)



ACTUARIAL

• Funded Ratio	66.4%
• Date of Last Valuation	01/06
• Actuary	PERAC
• Assumed Rate of Return	8.00%
• Funding Schedule	4.5% Increasing
• Year Fully Funded	2028
• Unfunded Liability	\$35.8 M
• Total Pension Appropriation (Fiscal 2008)	\$4.2 M

	Active	Retired
• Number of Members	658	317
• Total Payroll/Benefit	\$24.8 M	\$4.8 M
• Average Salary/Benefit	\$37,700	\$15,100
• Average Age	47	71
• Average Service	10.7 years	NA

INVESTMENT

Domestic Equity

- Earnest Partners, LLC
- Provident Investment Counsel
- RhumbLine Russell 1000 Value Pooled Index Fund
- Wellington Trust Co.-CIF Mid Cap Intersection Fund

- Mesrow Financial Private Equity Partnership Fund IV

Absolute Return

- PRIT

Consultant

- Wainwright Investment Counsel, LLC

Custodian

- State Street

International Equity

- Denver International Small Cap Equity Fund
- INVESCO IRT International Equity Fund

Domestic Fixed Income

- SSgA US Aggregate Bond Index Strategy Fund
- SSgA US High Yield Bond Index Strategy Fund

International Fixed Income

- Baring International Group Trust Fund F

Real Estate

- Intercontinental Real Estate Investment Fund III, LLC
- Principal U.S. Property Account

Alternative Investments

- INVESCO Non-U.S. Partnership Fund III, L.P.
- INVESCO U.S. Buyout & Expansion Capital Partnership Fund III, L.P.
- INVESCO Venture Partnership Fund III, L.P.
- Lexington Capital Partners V, L.P.

► 2007 Return	7.08%
► 2007 Target	9.46%
► 2007 Market Value	\$84.0 M
► 2003-2007 (Annualized)	11.89%
► 1985-2007 (Annualized)	10.43%